



THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

SEXUAL HARASSMENT POLICY STATEMENT FEBRUARY 1998

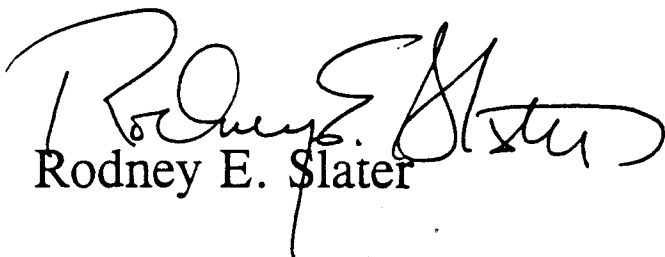
Sexual harassment has no place in the Department of Transportation. As a form of discrimination, it is illegal and unacceptable. As Secretary of Transportation, I am fully committed to our longstanding policy that sexual harassment will not be tolerated in this Department.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which occurs (1) when sexual favors or acquiescence to sexual conduct are a condition of hiring, promotion, or other terms or conditions of employment; or (2) where the sexual conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or creates an intimidating, hostile, or offensive working environment.

All managers and all supervisors should take a strong and visible stand against sexual harassment. Any manager or supervisor who becomes aware of such unacceptable behavior must take immediate corrective action. Any employee who believes that they have been the victim of sexual harassment may, without fear of reprisal, seek the assistance of EEO counselors, use the discrimination complaint process for redress, or contact the Department's Office of Civil Rights.

Violations of the law prohibiting sexual harassment or violations of this policy will result in the initiation of appropriate disciplinary actions against offenders, up to and including dismissal.

Everyone is entitled to a work environment that is free from sexual harassment, and we will continue to work toward its eradication. Prevention is the best tool to achieve this objective. I ask all employees to join me in implementing this important policy.

A handwritten signature in black ink, appearing to read "Rodney E. Slater", is written over the printed name. The signature is stylized with a large, looping "R" and a long, sweeping underline that extends to the right.

Rodney E. Slater